



Frontline

Head of Fundraising

JOB PACK

If you would prefer this read aloud, guidance is available [here](#).

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HarrisHill
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OUR MISSION

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them.

Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we develop excellent practice and leadership in social work and other children's services. And we are cultivating innovative new approaches to child protection and driving positive systems change for children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 30% of our employees are from global majority backgrounds, 6% are disabled, 18 are neurodivergent and 19% identify as LGBTQ+.

We are committed to being an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society.

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact people@thefrontline.org.uk.



OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



Community

- Employee Affinity Groups (incl. LGBTQ+, Black Affinity Group, Global Majority, Disabled and Neurodivergent, Parenting Network)
- Employee Resource Groups (incl. D&I, Sustainability)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Fellowship after one year of service



Family

- Enhanced Occupational Maternity, Adoption, Paternity and Shared Parental leave policies
- Foster and kinship care policy – support and time off for training (up to 10 days)
- Time off for fertility treatment/IVF appointments



Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



Learning and development

- CPD – L&D Calendar and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach
- Mentoring scheme for underrepresented groups



Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy up to five days annual leave a year



Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)



Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

THE ROLE

Reports to:
External Relations Director

Salary:
£65,431.97 plus competitive pension

Contract:
Full time, six months from w/c 19 October 2026

Location: Hybrid, two days a week in our London office

Direct reports: Fundraising Manager, Trusts Fundraiser

Closing date: 9am, Monday 14 September

Interviews:
First round: Tuesday 22 September, online

Second round: Monday 28 September, London office. Will include a presentation

Over the past 13 years, Frontline has built committed, high-impact partnerships with a number of prestigious supporters including trusts, foundations, corporates and individuals.

Frontline's philanthropic revenue complements the revenue it receives from central government contracts and commercial work and enables the charity to carry out its broader mission to improve services for hundreds of thousands of children at risk of harm in England.

Our fundraising strategy focuses on increasing our network of supporters, growing our fundraising events and identifying and bringing on board new potential funders.

The head of fundraising leads the fundraising team within the external relations division and is responsible for raising over £1m in philanthropic revenue annually, primarily from trusts and foundations, corporates and high net-worth donors.

The head of fundraising works closely with the external relations director, the chief executive and the board of trustees to lead and manage the growth of Frontline's fundraising activity.



THE ROLE

Job description:

This exciting role will suit an experienced fundraising leader who can deliver strategically and influence at a senior level both internally and externally. The successful candidate will be as comfortable presenting to a room of potential supporters as they will managing a complex funding application or persuading a high-profile funder to come on board. They will devise and implement fundraising initiatives and strategies to build and manage partnerships, working creatively to grow existing funding and establish new income sources.

Reporting to the external relations director, this role will manage the fundraising manager and trusts fundraiser. They will also be part of Frontline's leadership group. The role is for a six-month fixed-term contract as we are revisiting and updating our fundraising strategy in line with organisational changes. The postholder will be able to help input and develop the new fundraising approach and strategy.

Key responsibilities:

- Work with the external relations director to review, evolve and implement the long-term organisational fundraising strategy, to meet the growing need for income through a variety of diverse sources
- Identify and cultivate new relationships with corporates, HNWI and trusts and foundations, to meet organisational fundraising targets
- Manage key relationships with existing donors and grow these to become a sustainable longer-term income stream
- Support the fundraising manager and trusts fundraiser with management of their accounts (including writing inspiring applications and reports), as well as with developing pipelines and implementing new ideas for raising income
- Design and deliver a programme of inspirational cultivation and stewardship activities, including events, in collaboration with the events officer
- Maintain robust processes around budgeting, forecasting and planning, working closely with the finance and delivery teams
- Work closely with communications and delivery teams to develop compelling cases for support
- Ensure all fundraising activity is compliant with relevant legislation and best practice
- Oversee accurate CRM use, forecasting and reporting



THE ROLE

Person specification:

Experience and knowledge	Essential or desirable	Where this will be assessed?
Experience leading a fundraising team	Essential	Application
Proven success in senior-level fundraising, including securing five to six-figure donations	Essential	Application and interview
Strong knowledge of and experience in fundraising, specifically in working with corporates or HNWI	Essential	Application and interview
Knowledge of and experience in submitting bids to trusts and foundations	Essential	Application and interview
Ability to work with senior level figures and to persuade them to act in support of challenging goals	Essential	Application and interview
Understanding of the importance of effective stakeholder management to the success of an organisation	Essential	Application and interview
Experience of growing income, achieving fundraising targets, budgeting and forecasting, planning and using CRMs	Essential	Application
Belief in and enthusiasm for Frontline's vision and mission	Essential	Interview



THE ROLE

Person specification:

Characteristics and skills	Essential or desirable	Where this will be assessed?
Exceptional pitching and negotiation skills, with demonstrated ability to influence and persuade at the highest level	Essential	Application and interview
Exemplary communication skills, including creating written proposals, as well as public speaking and networking	Essential	Application, interview and task
Excellent report writing skills, using multimedia to highlight achievement and potential to varied audiences	Essential	Application, interview and task
Entrepreneurial and creative self-starter and leader, demonstrating initiative and confidence	Essential	Application, interview and task
Strong organisational skills and the ability to assess, prioritise and manage a varied and demanding workload	Essential	Application and interview

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from global majority backgrounds for this role. We are a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you are willing to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing ryan.elmer@harrishill.co.uk.



THE ROLE

You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our [mission](#) and helping achieve our vision
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Right to Work

This role is ineligible for sponsorship and so all applicants must have the right to work in the UK.

How to apply:

If this sounds like the right role and organisation for you, please apply by submitting the following:

- An up-to-date CV
- A Supporting Statement (no more than 2 x A4 pages) outlining why you are interested in becoming Head of Fundraising and relevant experience for the role.

Please submit your completed application to **Ryan Elmer**, our recruitment consultant at Harris Hill by **9am, Monday 14th September 2026**.

ryan.elmer@harrishill.co.uk

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

